

Senior Officer remuneration across EBC and LDC

Job Title	Service Area	FTE Salary (£)	Recruitment & Retention provisions	Any Car Allowance (£)	(£) Any other allowance	Description of Role
Head of Audit, Fraud and Procurement	Audit, Fraud and Procurement	£51-£56K		Casual mileage		To carry out Internal Audit, CPA, Best Value, Procurement, Risk Management and Asset Management Functions throughout the Council.
Head of Business Planning and Performance	Business Planning and Performance	£61-£66K		Casual mileage		To lead and manage a team that develops robust, evidence-based and outcome-focused strategies, plans and policies. To design and lead the shared strategic planning cycle for both councils and be accountable for the delivery of two distinct Council Plans reflecting each councils' priorities and needs. To ensure an aligned approach to the way in which we engage with customers and predict and respond to their needs. To ensure that these are implemented effectively through projects and programmes by collaborating across the councils and with external partners. To be accountable for ensuring the councils continue to engage with communities and stakeholders to ensure local priorities and needs underpin our services and projects. To oversee the corporate complaints process, managing Stage Two complaints and Ombudsmen complaints and working closely with the wider team to analyse and use them to inform service improvement, strategy and policy recommendations. To ensure the council has a robust approach to risk management across all projects and programmes. To ensure alignment across all 4 strategic themes.
Strategy and Partnership Lead	Business Planning and Performance	£50-£55K		Casual mileage		The role of Strategy and Partnership Lead under the Quality Environment theme covers the following functions: Sustainability; Green infrastructure ; Sustainable transport; Biodiversity; Flooding and coastal protection; Air and water quality; Contaminated land; Environmental crime; Conservation including nature reserves and downland; Parks and open spaces; Waste and recycling; Licencing; Food safety; Health and safety Cemeteries and crematoria; Pest control
Joint Transformation Programme Manager`	Business Transformation	£60-£65K		Casual mileage		The Programme Manager is responsible for the successful delivery of the proposed transformation project plan, proactively monitoring its progress, resolving issues and initiating appropriate corrective action. The Programme Manager will also have responsibility for the coordination of the programmes projects via the individual project managers.
Systems Implementation Manager	Business Transformation	£50-£55K		Casual mileage		To manage all systems related change, including migrations and upgrades, across the JTP programme. To manage the allocation and prioritisation of resources across multiple concurrent projects. To define and maintain a consistent approach to project management, documentation and testing. To ensure system integrations are defined and mapped. To ensure "bugs" and issues are tracked and resolved consistently.
Service Design and Workflow Lead	Business Transformation	£50-£55K		Casual mileage		To line manage, motivate and mentor the team of analysts/process builders and digital content editors. To provide overall quality control of the team's work, ensuring a consistent approach that meets business case assumptions.
Interim Head of Case and Specialist Services	Case and Specialist Services	£50-£55K		Casual mileage		Drive the ongoing development of the Case and Specialist Services structure and ways of working, alongside and complementary to Customer Services, Neighbourhood First and Homes First. To work closely with the Head of Customer and Neighbourhood Services and the Head of Homes First to ensure all service delivery teams work in a consistent and joined up manner to deliver outcomes for customers. Develop, plan and deliver comprehensive, customer-focused and high quality customer services. Set clear and effective parameters for service delivery to meet changing organisational needs. Lead by example and take active responsibility for delegated corporate projects and strategies. Provide leadership of the Bereavement Services delivery unit, including line management of the Bereavement Services Manager.

Functional Lead Thriving Communities	Case and Specialist Services	£51-£56K		Casual mileage	Act as the Lead Specialist for the Thriving Communities theme. To work closely with the corresponding Strategy and Partnership Lead to shape development of corporate priorities, strategies, policies and plans and be accountable for translating those into service delivery improvements. To be accountable for a set of end-to-end processes under the Thriving Communities theme, working with senior specialists and specialists to ensure that all service delivery teams have access to the right functional knowledge to deliver a joined-up customer experience. To provide functional management and professional leadership and development to a team of multi-skilled professional and technical specialists. To ensure the provision of professional services with high standards of advice, governance, quality and integrity. To identify and lead projects that deliver corporate objectives.
Specialist Services Manager	Case and Specialist Services	£50-£55K		Casual mileage	Provide operational management and leadership to motivate a team of staff in Specialist Services, ensuring effective engagement with Customer Contact, Case and Account Management and Neighbourhood First teams to deliver excellent customer journeys consistent with the principles of the Joint Transformation Model.
Head of Commercial Business	Commercial Business	£61-£66K		Casual mileage	Leads and manages a team to deliver agreed commercial projects which are funded through various capital programmes. Responsibility for maximising the opportunities for revenue generation and investment across the councils' areas. Responsibility for the corporate landlord programme and for overseeing the management of operational council buildings.
HEDP Development Project Manager x 2	Commercial Business	£50-£55K		Casual mileage	To project manage housing and regeneration projects, to liaise with EHL and EBC clients, to take responsibility for the achievement of programme targets and to keep a folder of key documents for funders and auditors
Head of Customer and Neighbourhood Services	Customer and Neighbourhood Services	£61-66K		Casual mileage	Drive the ongoing development of the Customer Contact and Neighbourhood First structure and ways of working, alongside and complementary to Case and Specialist Services and Homes First. Drive the ongoing development of LDC Waste Services. To work closely with the Head of Case and Specialist Services and the Head of Homes First to ensure all service delivery teams work in a consistent and joined up manner to deliver outcomes for customers. Develop, plan and deliver comprehensive, customer-focused and high quality customer services. Set clear and effective parameters for service delivery to meet changing organisational needs. Lead by example and take active responsibility for delegated corporate projects and strategies.
Head of Democratic Services	Democratic Services	£50-55K		Casual mileage	Lead, manage and motivate the Democratic Services team in Legal and Democratic Services across Eastbourne Borough and Lewes District Councils. To manage and provide a comprehensive service to Members of the councils, its committees and statutory bodies and the Corporate Management Team in accordance with the organisations' constitutions and reflecting sovereign identities, corporate priorities and values and how these contribute to the overall community strategies. Lead the management, organisation and conduct of elections. Lead the effective management, organisation and development of the provision of an electoral registration service. Act as key council advisor on democratic processes, elections, electoral registration and corporate governance. Management of the shared Print and Design Service.
Head of Financial Services	Financial Services	£60-£65K		Casual mileage	To manage the Financial Management Division in providing a fit for purpose range of accounting, budgeting and related accountancy services to budget holders, cost centre managers, service unit heads, corporate management team and Members of the Council. To act as deputy Section 151 Officer to the Council.
Head of Homes First	Homes First	£67-£72K	Yes	Casual mileage	Lead the delivery and ongoing development of the neighbourhood housing management/property function and ways of working for approximately 7000 properties across Lewes and Eastbourne. To work closely with the Head of Customer and Neighbourhood Services and the Head of Case and Specialist to ensure all service delivery teams work in a consistent and joined up manner to deliver outcomes for customers. Lead the delivery of the housing needs and homelessness function and ways of working across Lewes and Eastbourne. Lead on securing external funding sources to support tenancy, housing needs and property activities. To position the two councils within the wider sub region to attract profile and resources. To manage key housing service improvement projects within two distinct geographical areas. To provide management and property services to council owned asset companies. Set clear and effective parameters for service delivery to ensure compliance with all relevant statutory and regulatory requirements. Lead by example and take active responsibility for delegated corporate projects and strategies.

Lead - Homes First Property Services	Homes First	£65-70K	Yes	Casual mileage	Lead on delivery of asset management, repairs services and health and safety strategies across the councils' housing stock and associated Asset Holding companies. Develop new delivery methods of delivery to ensure repairs, maintenance and capital works are delivered to a cross tenure portfolio on a commercial and social basis. Ensure the organisations' obligations around health and safety legislation, policies and procedures, statutory and regulatory requirements are fulfilled for all housing under management. Ensure the delivery of a tailored and proactive maintenance and improvement service, offering choice to customers and based on effective stock condition data and on consultation with residents and stakeholders. Lead, develop, grow and ensure the effectiveness of the Property Services Team.
Asset and Capital Works Manager	Homes First	£55-£60K		Casual mileage	To deliver an annual programme of major repairs with a value of £15 - £20M. 2. To continuously assess the condition, utility value and monetary value of housing assets. 3. To develop strategic proposals for the maintenance, improvement, redevelopment and disposal of assets. To develop the organisations offer to leasehold residents.
Homes First Project Integration Lead	Homes First	£50-£55K		Casual mileage	To lead and manage the Homes First Integration and new Projects programme to ensures the councils are delivering an aligned service and that Homes First is able to respond effectively to new strategic challenges through effective and efficient systems of performance and programme management.
Head of Human Resources	Human Resources and Organisational Development	£55-£60K		Casual mileage	Responsible for the provision of high quality and effective HR services, managing the day to day HR operations to deliver against the HR Strategy and appropriate Service Level Agreements. Helen ensures compliance with statutory and legal requirements and assesses the impact of major policy and legislative changes across the councils. Helen also has operational management responsibility for the PAs working within the Chief Executives' office.
Head of ICT	ICT	£55-60K		Casual mileage	To provide leadership and operational management of a new shared ICT service for Eastbourne and Lewes Councils. In conjunction with Sopra Steria, the council's ICT infrastructure partner, oversee and deliver technology projects which contribute to the harmonisation of two ICT service organisations into a single service, together with the modernisation of the estate to provide flexible, measurable and efficient systems and tools for staff.